

~~ADMINISTRATIVE - INTERNAL USE ONLY~~

FILE

AG: NEW COMP  
SYSTEM

29 June 1988

MEMORANDUM FOR: Deputy Director for Administration  
Deputy Director for Intelligence  
Deputy Director for Operations  
Deputy Director for Science and Technology

COMPT 88-977

FROM: Executive Director

SUBJECT: Simplification of the Position Classification System

1. Each of you has seen and commented to me on the Human Resource Modernization and Compensation Task Force's proposal to simplify and make other changes in the position classification system. After studying the proposal and reflecting on your comments, I believe we are agreed that something like the Task Force proposal ought to be adopted. All of us believe it is important to simplify the position classification process, and all agree that a new factor evaluation system more relevant to Agency needs is appropriate. Most of us also believe that holding line managers accountable for results is desirable. Finally, we agree that the classification system should give us additional flexibility to do our work. Before acting on these recommendations, however, I believe we should look at a plan for implementation which takes account of these issues, among others:

a. How will decisions about the appropriate grade of support or other positions in your components (occupied by people who do not belong to your career service) be handled? Is it possible for a component chief to decide to downgrade his GS-12 Finance Officer position to a GS-08 so that he can upgrade four other positions in his career service?

b. How can we be sure that major inequities won't be generated with Component A doing a job with a GS-12 while Component B does the same task with a GS-09?

c. Today's system seems tacitly to be based on an assumption that there won't be a great deal of organizational change, yet the record of our last ten years suggests continuing significant internal movement to take account of new developments. Will the new system really improve our flexibility and our capability to react quickly? Do you have any additional ideas which might help us in this area in the future?

d. How should ceiling and points be distributed? Do we envision distribution of ceiling by using authorized office position ceiling or career service numbers? This makes a significant difference, for example, to the DA, the DCI area, and the DI.

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e. Will rotational assignments, which many of our employees already believe to be less than career enhancing, be facilitated or hindered by the new system?

2. With satisfactory answers to these concerns, we should be in a position to consider next steps. I would like each of you to name someone, either the original Task Force member or an equally seasoned senior individual with experience in the workings of your components, to meet as a group and report back to me with a plan for implementation dealing with these issues and others as appropriate by 15 August. I have asked Roy Elmendorf to name a chairperson for the group. Please forward the name of your participant to D/OP  by 6 July.

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James H. Taylor

cc: D/OP  
Comptroller

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